

Episode 84: Career derailment factors? Part I

Much of The 3 Minute Mentor is about what you can do to advance your career. It's worth remembering that there are also things you do that can damage your career. Check this blog [on Competencies and Derailment Factors](#) for more details.



1. No Adaptability

Do not get known as someone who always says 'no' first or avoids ways and approaches to learn. Even if you are a pessimistic person by nature, make sure you do not lead with it. If you can not be flexible people will not want you on their team.

2. No Self-Awareness

Do you know what others think about you and how you act? If you don't, find out. Get to know what they are saying and correct it. A reputation for not taking feedback gets you viewed as lacking in self-awareness. Giving feedback is critical (See Episode 25).

3. All Work and No Play

Some people are all work and do not seem to have anything else in their life. This may or may not be true but others will worry about stress and overwork. If you appear overworked in your current role, you may not advance to a bigger one.

4. No Self Control

When you are around someone who swears a lot, you wonder if they are in control of emotions. Sometimes you see others that always over-react to news, good or bad. In either case, don't let it be you. You will be measured on how you react to things.

5. No Interpersonal Acumen

The way you approach business and business situations says a lot about you. In The 3 Minute Mentor we call this your "approach" and a lack of it is bad news. (See Episode 13) This can also cover things like appearing to be over ambitious or aggressive. Be careful how you act in social situations – people are watching you.

Bottom line: While we like to think that logic should be behind every situation, people's perceptions of you can be just as important. Getting those perceptions right can be as important as anything else you do.